DOCUMENT RESUME

ED 335 578 CG 023 571

AUTHOR Girondi, Annette M.; And Others
TITLE Gender Stereotypes of Occupations: Does Women's Work Have Prestige Yet?
PUB DATE Apr 91
NOTE 16p.; Paper presented at the Annual Meeting of the Eastern Psychological Association (62nd, New York, NY, April 11-14, 1991).
PUB TYPE Reports - Research/Technical (143) -- Speeches/Conference Papers (150)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Adults; Employees; *Employment Level; *Nontraditional Occupations; *Prestige; *Sex Stereotypes
IDENTIFIERS *Occupational Status; *Occupational Stereotypes

ABSTRACT

While gender stereotyping of occupations has been investigated, the relationship between such stereotypes and job status has received less attention. Two studies were conducted in which assessments of occupational gender stereotyping were compared with assessments of occupational prestige made by the same subjects. In study one, subjects were 20 male and 20 female adults employed in various occupations. Subjects rated the sex-type and prestige of 46 occupations. Approximately 26.1% of the occupations were viewed as feminine, 23.9% as neutral, and 50% as masculine. Prestige ratings of feminine occupations had a very small range, while ratings for masculine occupations had a broader range. In study two, 20 men and women employed as human resource professionals used the same rating procedures used in the first study to rate 134 occupations. Results revealed that 15.7% of the occupations were rated as feminine, 8.9% as neutral, and 75.4% as masculine. Prestige ratings for feminine occupations again had a very small range. Masculine occupations, in general, received higher prestige ratings. The findings of these two studies suggest that adults in the workplace have consistent estimates of gender stereotypes. The majority of occupations are perceived as being masculine, and those that are viewed as feminine are thought to be less prestigious. (NB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
This document has been reproduced as received from the person or organization originating it.
Minor changes have been made to improve reproduction quality.
Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Annette M Girondi
David F Bush
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Gender Stereotypes of Occupations: Does Women's Work Have Prestige Yet?[1]

Annette M. Girondi[2], David F. Bush[3], & Angela K. Nader[4]
Villanova University

ED335578

Problem:

The literature on gender stereotyping of occupations indicates that these stereotypes have remained stable over at least the past 15 years (Evans-Rhodes, Murrell, & Dietz, 1990; Shinar, 1975). The most notable exception was the occupation of school teacher which was rated as feminine in the 1975 study and was neutral in the 1990 study. Both studies reported some differences between male and female raters, but in general found "that sexual stereotypes are clearly defined and held in agreement by both college men and college women"(Shinar, 1975, p. 108).

While gender stereotyping of occupations have been investigated, the relationship between such stereotypes and job status has received less attention. Evans-Rhodes, Murrell, & Dietz (1990) used occupational status scores from Stevens and Featherman (1981) to compare male, neutral, and female occupations. They reported that male occupations had greater status than neutral

CG023571

---

[1] This paper was presented as a poster to the Eastern Psychological Association at the 62nd Annual Conference, New York, NY. in 1991.

[2] Annette M. Girondi is presently a student in the Ph.D. program in I/O Psychology at the University of Akron, Akron, Ohio.

[3] David F. Bush is a professor in the Department of Psychology and the graduate program in Human Resource Development, Villanova University, Villanova, PA 19085.

[4] Angela K. Nader is presently a graduate student in Human Resource Development at Villanova University.

BEST COPY AVAILABLE

occupations which, in turn, had greater status than female occupations. However, none of these studies have used assessments of socioeconomic status and gender stereotypes performed from by the same subjects.

Many of the studies of gender stereotyping have used college students (e.g., Evans-Rhodes, et al., 1990; Schein, Mueller, & Jacobson, 1989; Panek, Rush, & Greenawalt, 1977; Shinar, 1975). Others which have examined issues more specific to the gender stereotyping of managerial jobs (Schein, 1973; 1975; Brenner, Tomkiewicz, & Schein, 1989) have used adults in managerial positions as subjects. It could be argued that while the occupational stereotypes held by college students may influence their career choices, the stereotypes held by adults in the workplace may have a greater influence on important decisions regarding selection, promotion, and compensation.

This paper reports two studies in which assessments of occupational gender stereotyping are compared with assessments of occupational prestige made by the same subjects.

Procedure and Results:

Study One

a. Subjects: Twenty male and twenty female adults employed in various occupations participated in this study.

b. Procedure: All subjects received a two-part questionnaire. The first part required subjects to rate the sex-type of the occupations. The second part required the subjects to rate the prestige of the occupations. Forty-six occupations were used and the order randomized on both parts of the questionnaire.

The occupations were selected from Shinar's (1975) study. On both parts of the questionnaire, the occupations were rated using a 7-point Likert scale placed to the right of the occupation. The scale for rating sex-type was labeled with "strongly feminine" and "strongly masculine" as the end points with neutral in the middle. The scale for rating prestige was labeled with "low" and "high" as the end points.

Each subject received a booklet providing a brief explanation of the study, requesting demographic information, and containing the two-part questionnaire.

c. Results

A 2 (sex) x 46 (occupation sex rating) ANOVA was conducted to determine sex effects on ratings of occupations in terms of sex ratings. There were no significant differences between sexes [$F(1,39) = 735$, ns]. A 2 (sex) x 46 (occupation prestige rating) was also performed to determine sex effects for prestige rating of occupations. Only the occupation of social worker produced a significant difference with the sexes.

Mean sex-type ratings and mean prestige ratings for all of the

occupations examined in this study are listed in Table 1. Examination of the mean sex-type ratings reveals that approximately 26.1% of the occupations were viewed as feminine, while 23.9% of the occupations were viewed as neutral, and 50% of the occupations were viewed as masculine. These percentages are represented in Figure 1.

Mean ratings of prestige reveal that the prestige ratings of the feminine occupations have a very small range. The lowest rating was for Cashier ($\bar{X}$ = 2.4) and the highest was for Choreographer ($\bar{X}$ = 4.6). In contrast, masculine occupations have a broader range of prestige ratings with the lowest rating for Used Car Sales ($\bar{X}$ = 2.7) and the highest for U.S. Supreme Court Justice ($\bar{X}$ = 6.9).

Study Two

a. Subjects. A group of twenty men and women employed as human resource professionals participated in this study.

b. Procedure. The same procedure was followed as in study one with the following exceptions. One hundred and thirty-four occupations were used. These occupations were drawn from Shinar (1975), Evans-Rhodes and Colleagues (1990), and unpublished pilot work conducted by the authors.

The scale used for rating sex-type of the occupation was labeled with masculine and feminine as the end points with neutral

in the middle.

The order of presentation of the occupations was reversed for one-half of the subjects. In addition, the order of the questionnaires was counterbalanced across subjects.

The complete packet was presented to the subjects in a manilla envelope containing the packet described in study one, as well as a stamped self-addressed envelope for return to the authors.

c. Results

Mean sex-type ratings and mean prestige ratings for all of the occupations examined in this study are listed in Table 2. Comparison of the mean sex-type ratings revealed that only 15.7% of the occupations were rated as feminine compared to 75.4% which were rated as masculine, 8.9% of the occupations were rated as neutral. These percentages are represented in Figure 2.

As in study one, the mean ratings of prestige reveal that the prestige ratings of the feminine occupations have a very small range. In addition, the masculine occupations, in general, received higher prestige ratings. While the highest prestige rating for feminine occupations was for Registered Nurse ($\bar{X}$ = 5.3), the next closest were for School Psychologist ($\bar{X}$ = 5.0) and Elementary School Teacher ($\bar{X}$ = 4.8) and Prima Ballet Dancer ($\bar{X}$ = 4.8). In comparison, the highest prestige rating for masculine occupations was for U.S. Supreme Court Justice ($\bar{X}$ = 6.8) followed closely by Physician ($\bar{X}$ = 6.6) and University President ($\bar{X}$ = 6.4).

While 60% of the masculine occupations received high prestige scores, only 33% of the feminine occupations received high prestige scores.

Due to the lack of significant sex effects for prestige and sex-type ratings in study one, sex of the rater was not examined in this study.

Conclusions and Implications:

These two studies suggest that adults in the workplace have consistent estimates of gender stereotypes. The majority of occupations are perceived as being masculine, and those that are viewed as feminine are thought to be less prestigious.

The data suggest that contemporary managers, including those charged with important human resource decisions, continue to view most occupations as being masculine. This implies that they may be more open to male candidates. The tendency to view feminine occupations as less prestigious is perhaps more disturbing, since it is congruent with the findings of Pheterson, Kiesler, and Goldberg (1971) and Touhey (1974a), that there is a tendency to devalue work that is associated with women.

References

Brenner, O. C., Tomkiewicz, J., & Schein, V. E. (1989). The relationship between sex role stereotypes and requisite management characteristics revisited. Academy of Management Journal, 32(3), 662-669.

Evans-Rhodes, D., Murrell, A., & Dietz, B. (1990, April). Gender stereotyping of occupations: Is women's work still women's work? Poster presented to the Eastern Psychological Association at the 61st Annual Conference, Philadelphia, PA.

Panek, P. F., Rush, M. C., & Greenawalt, J. P. (1977). Current sex stereotypes of 25 occupations. Psychological Reports, 40, 212-214.

Pheterson, G. I., Kiesler, S. B., & Goldberg, P. A. (1971). Evaluation of the performance of women as a function of their sex, achievement, and personal history. Journal of Personality and Social Psychology, 19, (1), 114-118.

Schein, V. E. (1973). The relationship between sex role stereotypes and requisite management characteristics. Journal of Applied Psychology, 57, 95-100.

Schein, V. E. (1975). Relationships between sex role stereotypes and requisite management characteristics among female managers. Journal of Applied Psychology, 60, 340-344.

Schein, V. E., Mueller, R., & Jacobson, C. (1989). The relationship between sex role stereotypes and requisite management characteristics among college students. Sex Roles, 20, 103-110.

Shinar, E. H. (1975). Sexual stereotypes of occupations. Journal of Vocational Behavior, 7, 99-111.

Stevens, G. & Featherman, D. G. (1981). A revised socioeconomic index of occupational status. Social Science Research, 10, 364-394.

Touhey, J. C. (1974a). Effects of additional women professionals on ratings of occupational prestige and desirability. Journal of Personality and Social Psychology, 29(1), 86-89.

Table 1

Occupations Listed in Alphabetical Order With Mean Prestige and Mean Sex-Type Ratings for Study 1

Occupation	Mean Sex-type Rating	Mean Prestige Rating
Auto Mechanic	6.8	3.1
Banker	5.2	5.2
Cashier	2.6	2.4
Choreographer	3.4	4.6
Clinical Psychologist	4.3	5.7
Company President	6.4	1.2
Computer Programmer	4.4	4.8
Copy Editor	4.6	4.5
Creative Artist	4.3	4.7
Dental Hygienist	1.7	3.5
Dietician	2.4	4.2
Director of Child Daycare	1.6	4.3
Drafting	5.5	3.1
Engineer	5.9	5.7
FBI Agent	6.4	5.7
Florist Supply Sales	2.6	2.6
Game Warden	6.5	3.6
Geologist	5.6	5.1
Groundskeeper	6.6	2.1
Hardware Sales	5.7	2.9
High School Teacher	3.8	4.3
Hospital Attendant	3.9	2.7
Manicurist	1.5	2.4
Mayor	6.1	6.5
Meteorologist	5.2	5.2
Miner	6.8	2.8
Personnel Director	4.2	5.1
Pharmacist	4.9	5.7
Physician	4.9	6.4
Physicians Assistant	2.6	3.8
Physicist	5.2	6.0
Private Secretary	1.3	3.8
Probation Officer	5.7	3.9
Psychiatrist	4.7	6.1
Public Relations Director	4.3	5.0
Radio Technician	5.7	3.9
Railroad Conductor	6.6	3.7
Sales Manager	5.1	4.9
School Principal	4.7	5.3

Social Worker	2.8	4.1
Supreme Court Justice	5.6	6.9
Technical Sales	5.4	4.6
Top Labor Official	6.8	5.5
Used Car Sales	6.2	2.7
Watch Repair	5.8	3.5
Writer	4.2	4.9

Table 2

Occupations Listed in Alphabetical Order With Mean Prestige and Mean Sex-Type Ratings for Study 2

Occupation	Mean Sex-type Rating	Mean Prestige Rating
Accountant	3.1	4.8
Agricultural Technician	2.9	3.7
Air Traffic Controller	2.7	5.2
Animal Caretaker	3.9	2.6
Architect	2.7	5.4
Assistant in Scientific Lab	4.0	3.6
Astronomer	2.6	5.1
Auto Mechanic	1.5	2.7
Aviator	2.2	5.3
Bank Officer	3.3	4.7
Bank Teller	5.3	2.5
Bell Captain	2.0	2.1
Building Contractor	1.8	3.6
Business Machine Sales	2.9	2.8
Carpenter	2.0	3.4
Cashier	5.3	2.1
Chef	2.5	3.7
Choreographer	4.2	4.0
Clinical Psychologist	3.7	5.3
Comic	3.3	3.2
Commercial Fishing	1.7	2.8
Company President	2.2	6.3
Composer	2.7	4.5
Computer Programmer	3.9	4.5
Conservationist	3.6	4.5
Construction Worker	1.7	2.3
Creative Artist	3.7	3.9
Customs Inspector	2.9	3.1
Dental Hygienist	5.6	3.8
Dentist	2.5	5.9
Dietician	5.8	4.2
District Attorney	2.5	5.8
Door-To-Door Sales	2.3	1.8
Drafting Work	2.4	3.6
Dry Cleaning Store Owner	2.6	2.9
Educational Administrator	2.9	6.1
Electrician	2.1	3.7
Elementary School Principal	3.7	5.4
Elementary School Teacher	5.4	4.8

Engineer	2.3	5.1
Farm Manager	2.4	3.7
FBI Agent	1.9	5.2
Federal Judge	2.5	6.3
File Clerk	5.7	1.5
Flight Attendant	5.5	3.4
Forestry Engineer	2.6	4.6
Florist Supply Sales	4.6	2.2
Game Warden	1.9	3.2
Geologist	2.8	4.7
Groundskeeper	2.1	2.1
Hardware Store Sales	2.2	2.3
Head Librarian	5.5	3.9
Heavy Equipment Operator	1.4	3.1
High Government Official	2.3	5.8
High School Teacher	4.1	4.8
Highway Maintenance Worker	2.1	2.0
Homemaker	6.5	3.7
Hospital Attendant	3.8	2.2
Human Resource Director	3.7	5.1
Humanities Professor	3.9	5.2
Insurance Agent	2.4	2.9
Jewelry Sales	4.8	2.3
Jewelry Designer	5.0	3.5
Journalist	4.0	4.7
Laboratory Technician	4.2	3.4
Law Clerk	3.7	3.6
Law Professor	2.7	5.7
Lawyer	3.4	5.5
Librarian	5.7	3.6
Magician	2.4	2.8
Managing Editor (National)	2.8	5.7
Managing Editor (Weekly)	2.4	4.9
Manicurist	6.7	2.0
Marine Scientist	2.7	5.5
Mathematician	2.7	4.9
Mayor	2.6	5.3
Meteorologist	2.8	4.4
Military (Enlisted)	2.5	2.8
Military (Officer)	1.9	5.1
Miner	1.3	2.3
Mining Engineer	1.8	3.7
Minister	2.2	5.6
Motel Manager	3.1	2.9
Occupational Therapist	4.6	4.3
Orchestra Conductor	2.0	5.6
Park Manager	2.3	3.1
Pawnbroker	1.8	1.7
Pediatrician	3.5	6.2
Pharmaceutical Sales Rep	3.3	3.5
Pharmacist	3.2	5.4
Photographer	3.4	3.4

Physician	3.3	6.6
Physicist	2.3	6.0
Police Officer	2.5	4.9
Politician	2.8	4.2
Practical Nurse	5.8	4.1
Prima Ballet Dancer	5.7	4.8
Private Secretary	6.2	3.8
Probation Officer	2.9	3.2
Professional Athlete	2.4	4.6
Psychiatrist	3.1	5.9
Public Relations Director	3.6	5.0
Race Car Driver	1.7	3.1
Radio Announcer	2.9	4.3
Radio Technician	2.7	3.1
Radio Conductor	2.2	2.9
Receptionist	6.3	2.3
Registered Nurse	5.9	5.3
Rehabilitation Counselor	4.3	3.7
Research Scientist	2.9	6.1
Reservations Clerk	4.9	2.1
Sales Manager	3.1	3.9
School Psychologist	4.4	5.0
Science Professor	2.4	5.3
Ship Captain	1.5	4.9
Short Order Cook	2.6	1.9
Singer	4.2	3.4
Social Worker	5.2	3.7
Statistician	3.5	4.1
Stockbroker	2.7	4.7
Surgeon	2.5	6.6
Taxidermist	2.9	2.6
Telephone Sales Rep	4.3	2.1
Television Sales Work	2.9	2.8
Theatrical Director	3.4	4.3
Top Labor Official	1.6	4.4
U.S. Supreme Court Justice	2.5	6.8
University President	2.4	6.4
Used Car Sales	1.6	1.7
Veterinarian	3.4	5.7
Watch Repair Work	2.8	2.8
Word Processing Operator	5.8	2.9
Writer	3.9	4.7
X-Ray Technician	4.4	3.9

Figure 1: Percentage of Occupations in Sex-type Category

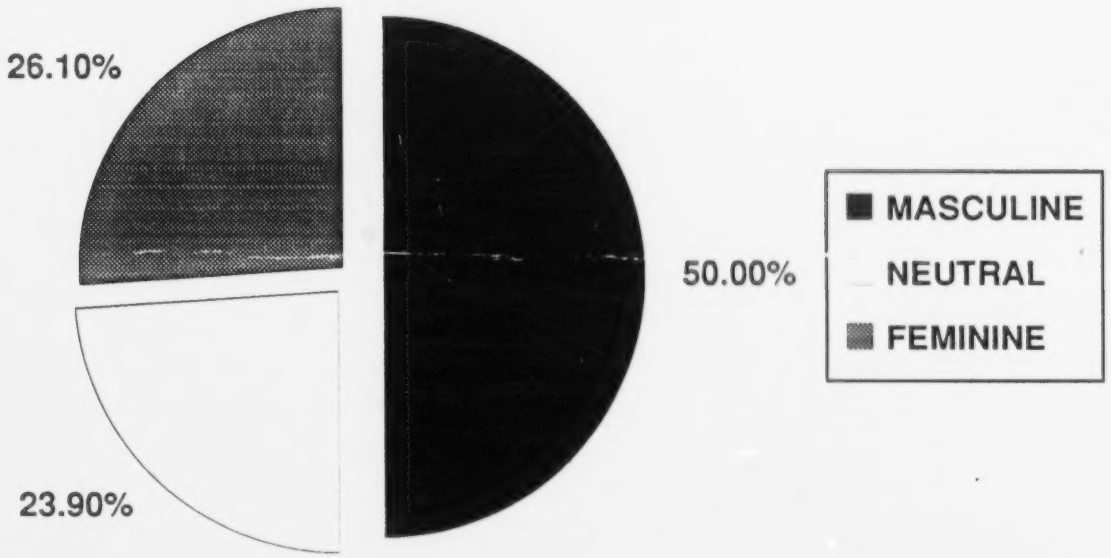

Figure 2: Percentage of Occupations in Sex-type Category